



Republic of the Philippines

TARLAC AGRICULTURAL UNIVERSITY

Camiling, Tarlac

HUMAN RESOURCE MANAGEMENT OFFICE

SALARIES, FRINGE BENEFITS AND INCENTIVES

1. Institutional Policies on salaries, compensation, grants of benefits
 - Revised Integrated Policies on Time and Attendance Monitoring, Leave Administration and Other Important Applicable Rules and Guidelines for the Employees of the Tarlac Agricultural University
 - Documentary Requirements to Ensure Timely Processing of Personnel Benefits
2. System of Compensating and Rewarding the Personnel on salary rates (Salary Standardization Law, PERA and Other Benefits)
 - **DBM Budget Circular No. 2009 - 3 dated August 18, 2009** (*Rules and Regulations on the Grant of the Personnel Economic Relief Allowance at P2,000 per Month*)
 - **DBM Budget Circular No. 2024 - 1 dated April 4, 2024** (*Updated Rules and Regulations on the Grant of the Uniform/Clothing Allowance (U/CA) to Civilian Government Personnel*)
 - **DBM Budget Circular No. 2017 - 2 dated May 8, 2017** (*Rules and Regulations on the Grant of the Mid-Year Bonus for FY 2017 and Years Thereafter*)
 - **DBM Budget Circular No. 2016 - 4 dated April 28, 2016** (*Updated Rules and Regulations on the Grant of the Year- End Bonus and Cash Gift for FY 2016 and Years Thereafter*)
 - **DBM Budget Circular No. 2016 - 8 dated December 12, 2016** (*Guidelines on the Grant of the Productivity Enhancement Incentive (PEI) to Government Employees for Fiscal Year FY 2016*)
 - **Republic Act No. 11466** (*An Act Modifying the Salary Schedule for Civilian Government Personnel and Authorizing the Grant of Additional Benefits and for other Purposes*)
 - **DBM National Budget Circular No. 579 dated January 24, 2020** (*Implementation of the First Tranche of the Modified Salary Schedule for Civilian Personnel in the National Government Pursuant to Republic Act (RA) No. 11466*)
 - **DBM National Budget Circular No. 584 dated January 26, 2021** (*Implementation of the Second Tranche of the Modified Salary Schedule for Civilian Personnel in the National Government Pursuant to Republic Act (RA) No. 11466*)
 - **DBM National Budget Circular No. 588 dated January 3, 2022** (*Implementation of the Third Tranche of the Modified Salary Schedule for Civilian Personnel in the National Government Pursuant to Republic Act (RA) No. 11466*)
 - **DBM National Budget Circular No. 591 dated January 10, 2023** (*Implementation of the Fourth Tranche of the Modified Salary Schedule for Civilian Personnel in the National Government Pursuant to Republic Act (RA) No. 11466*)
 - **DBM National Budget Circular No. 594 dated August 12, 2024** (*Implementation of the First Tranche of the Updated Salary Schedule for Civilian Government Personnel Under Executive Order (EO) No. 64, s. 2024*)

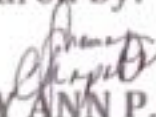
- **DBM Memorandum Circular No. 2019-1** dated **September 3, 2019** (*Guidelines on the Grant of the Performance-Based Bonus (PBB) for Fiscal Year (FY) 2019 under Executive Order No. 80, s., 2012 and Executive Order No. 201, s., 2016*)
- **DBM Budget Circular No. 2020 – 6** dated **December 22, 2020** (*Guidelines on the Grant of the One-Time Service Recognition Incentive to Government Employees for FY 2020*)
- **DBM Budget Circular No. 2021 – 4** dated **December 28, 2021** (*Guidelines on the Grant of the One-Time Service Recognition Incentive to Government Employees for FY 2021*)
- **DBM Budget Circular No. 2022 – 4** dated **December 20, 2022** (*Guidelines on the Grant of the One-Time Service Recognition Incentive to Government Employees for FY 2022*)

3. Fringe Benefits granted to the personnel for the last 3 – 5 years

Fringe Benefits	CY 2020 Amount Granted	CY 2021 Amount Granted	CY 2022 Amount Granted	CY 2023 Amount Granted	CY 2024 Amount Granted
Clothing Allowance	6,000.00	6,000.00	6,000.00	6,000.00	7,000.00
Sports Allowance/Uniform	-	-	1,500.00	1,500.00	1,500.00
Mid-year Bonus	Equivalent to 1 month basic salary	Equivalent to 1 month basic salary	Equivalent to 1 month basic salary	Equivalent to 1 month basic salary	Equivalent to 1 month basic salary
Year-end Bonus	Equivalent to 1 month basic salary	Equivalent to 1 month basic salary	Equivalent to 1 month basic salary	Equivalent to 1 month basic salary	-
Cash Gift	5,000.00	5,000.00	5,000.00	5,000.00	-
CNA	25,000.00	25,000.00	25,000.00	30,000.00	-
Productivity Enhancement Incentive (PEI)	5,000.00	5,000.00	5,000.00	5,000.00	-
Service Recognition Incentive (SRI)	10,000.00	10,000.00	20,000.00	20,000.00	-
Performance-Based Bonus (PBB) 2021	-	Equivalent to 50%-65% of monthly basic salary depending on performance ranking of the individual's bureaus or delivery unit	-	-	-

*Data as of October 2, 2024

Prepared by:


BABY ANN P. MARIANO
 Administrative Aide VI

Certified Correct:

MARICEL D. FELIPE
 Officer-in-Charge of the Human Resource Management Office